



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 3D CORPS SUPPORT COMMAND
LSA ANACONDA (BALAD), IRAQ
APO AE 09391

AETV-SCG-EO

8 November 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 3D Corps Support Command (COSCOM) Policy Memorandum #1, Equal Opportunity/Human Relations Program

1. PURPOSE. To ensure all 3D COSCOM Soldiers, civilian employees, and their family members are aware of my views and commitment to the spirit and vision of the Army Equal Opportunity (EO)/Human Relations Program.
2. APPLICABILITY. This policy is applicable to all 3D COSCOM units deployed in support of Operation Iraqi Freedom, including active, reserve, or national guard units attached to, assigned to, or serving under the OPCON, TACON or ADCON, of 3D COSCOM. This policy is also applicable to all Army tenant units residing on LSA Anaconda.
3. POLICY.
 - a. I am totally committed to ensuring fair treatment, dignity and respect for all service members and DoD civilians. Commanders will ensure all coalition forces are treated equally without regard to race, color, religion, gender or national origin. Unlawful discrimination and sexual harassment will not be condoned, practiced, or tolerated. As part of this policy, all members have the right to present any complaint or issue to the command without fear of intimidation, reprisal, or harassment.
 - b. Commanders are the Equal Opportunity Officers for their units. Commanders, leaders, and supervisors will support the 3D COSCOM Complaint Procedure Policy and are prohibited from taking action that would discourage a Soldier, civilian, and/or family member from seeking assistance to resolve an issue or from filing an EO complaint. It is the responsibility of the chain of command to ensure the complainant and subject(s) are protected from reprisal and retaliation for filing an EO complaint.
 - c. EO complaints should be filed at the lowest possible level. Although the processing of equal opportunity complaints through the chain of command is strongly encouraged, alternate agencies are available which include higher echelons in the chain of command, EO Advisors, Inspector General, Chaplain, Provost Marshal, Criminal Investigation Division, Staff Judge Advocate, and Housing Referral Office.

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d. Successful implementation of the Equal Opportunity Program requires affirmative actions and effective understanding of the EO program. All commanders will be personally responsible and accountable for the EO climate within their units. Develop and implement an EO program that enhances unit cohesion, spirit, and morale. Commanders will incorporate EO training in the overall training plan for the unit. Commanders will ensure that mandatory unit EO/POSH training is conducted quarterly in accordance with AR 600-20, Army Command Policy, Para 6-14. All commanders and leaders will enforce this policy.

4. SUPERSESSION. This policy supersedes the previous Equal Opportunity/Human Relations Program Policy Memorandum.

5. EXPIRATION. This policy memorandum expires 7 November 2006.

6. "Sustaining the Line!"



REBECCA S. HALSTEAD
Brigadier General, USA
Commanding

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